

# Staff Experience and Wellbeing Survey

Results for  
Capital Academy  
April 2025



# Survey Summary



**April 2025**

SURVEY PERIOD



**5**

SCHOOLS



**317**

RESPONDENTS



**77%**

RESPONSE RATE

During **April 2025**, **Capital Academy** ran a staff experience and wellbeing survey.

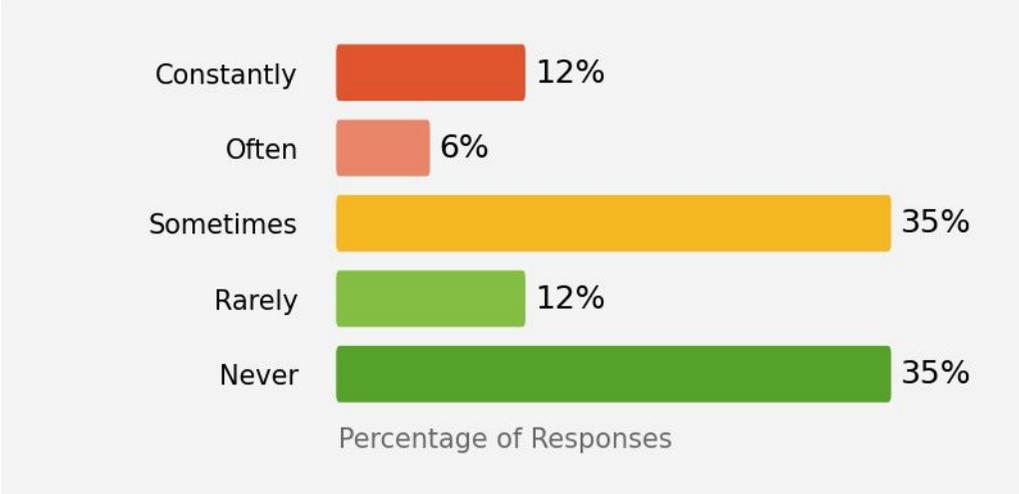
With a response rate of **77%** the results are a good staff body representation.

Throughout this report, your results are benchmarked against **your school's previous results** from **April 2024**, as well as the **national Secondary benchmark** from **January 2025**. The national benchmark includes responses collected before January 2025, representing up to 28,499 Secondary school staff members.

## Edurio Key Performance Indicator: Staff Retention

**In the past three months, how often have you considered resigning from your post?**

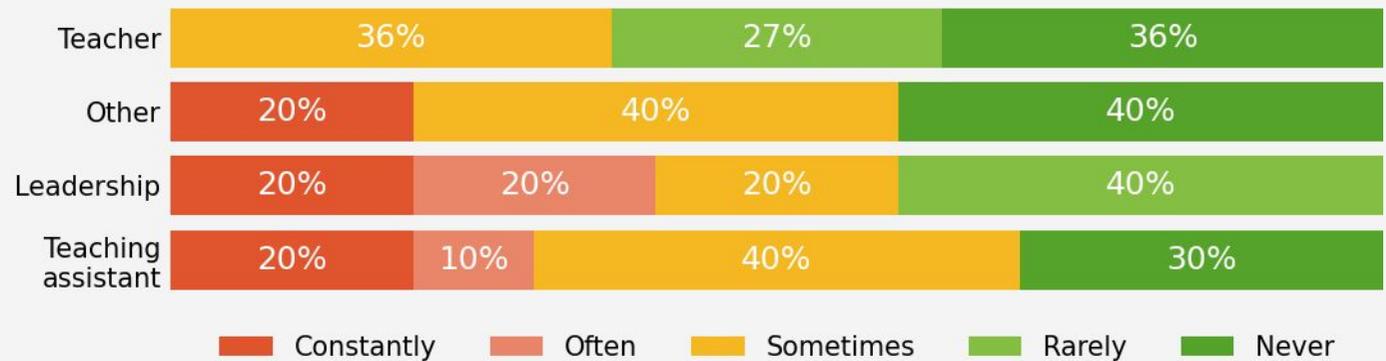
Staff at Capital Academy appear to be at greater risk of resigning than the national average. The latest results are slightly lower than those from the previous survey. To help reduce the risk of staff leaving, it's important to investigate the reasons behind these responses and take meaningful action.



Looking at the results by different roles, Teaching assistants are at the highest risk of resigning with 30% positive responses, while Teachers are at the lowest risk with 63% positive responses.

40% of respondents selecting the leadership role answered that they Constantly or Often considered resigning from their post.

**In the past three months, how often have you considered resigning from your post?**



## Executive Summary: Focus Areas

### Areas of Growth

The Leadership dynamics module have the most significant improvement compared to the previous survey results.

### Areas of Strength

The Professional support module results are well above the benchmark.

### Areas of Investigation

The Safety module includes a question that falls below the benchmark. Given the sensitive nature of the topic, it warrants a closer examination to gain a fuller understanding.

### Areas of Improvement

The Workload is module with the lowest proportion of positive responses and is the furthest below the benchmark.

MODULE	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
Safety	87%	0%	-5%
Leadership dynamics	73%	+12%	+7%
Student behaviour	66%	+3%	-1%
Communication	60%	+3%	+1%
Professional support	63%	+2%	+18%
Career opportunities	59%	+1%	0%
Health and emotional wellbeing	55%	0%	0%
Workload	22%	-5%	-16%

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## Areas of Growth



An area of growth is an area with a significant increase in the proportion of positive responses compared to the previous results.

Celebrate your achievement and as you look through these results, consider:

- What might you know or want to find out about the context (people, processes, events, etc.) that would lead respondents to answer more positively than previously?
- What work has been done to achieve this growth?

## Leadership dynamics

These are the overall results for the Leadership dynamics module. They are above the national average. Compared to the previous survey results, we see an improvement in the overall module score.

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How comfortable do you feel about openly voicing work-related concerns to your organisation's leadership team?	83%	+21%	+16%
How confident are you that your organisation's leadership team understand your professional challenges?	65%	+21%	+9%

Overall module score			
73%	+12%	+7%	
POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK	
How respected by your organisation's leadership team do you feel?	83%	+2%	+8%
How fairly treated by your organisation's leadership team do you feel?	79%	-1%	+1%
How appreciated by your organisation's leadership team do you feel for your work?	55%	+9%	0%

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## Areas of Strength



An area of strength falls into one or both of the following categories:

- A high proportion of positive responses;
- A module is higher than the National Average Benchmark.

Celebrate your strengths and as you look through these results, consider:

- What might you know or want to find out about the context (people, processes, events, etc.) that would lead respondents to answer positively about these questions?

## Professional support

These are the overall results for the Professional support module. They are slightly above the national average. Compared to the previous survey results, we see an improvement in the overall module score.

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy or difficult is it to get support with lesson preparation?	71%	+2%	+19%
How easy or difficult is it to get support with marking and assessment?	66%	+1%	+12%
How easy or difficult is it to get support with administrative tasks and data management?	63%	0%	+7%

### Overall module score

<b>63%</b>	<b>+2%</b>	<b>+18%</b>
POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy or difficult is it to get support with your mental and emotional wellbeing?	61%	+2%	+19%
How easy or difficult is it to get support with student family engagement?	47%	+1%	+24%

## Areas of Investigation



An area of investigation falls into one or more of the following categories:

- A module with mixed results. Some questions with high and some with low proportion of positive responses. It indicates that there may be some aspects that are working well and others that need improvement.
- A module with a sensitive question. This category applies to modules that have a question that is just slightly above the benchmark, but the topic addressed is of a sensitive nature. In such cases, it is worth investigating in depth to gain a deeper understanding and address any potential concerns.
- Spotlight on a particular question or module with outlier results. This relates to cases where a specific question or module shows results that are highly different from the norm, compared to other schools or respondent groups. These outliers warrant closer scrutiny to identify any unique factors contributing to the results.

## Safety

These are the overall results for the Safety module. They are slightly below the national average. In comparison with the previous survey, the current overall module results are largely consistent. Given the topic's sensitivity, thoroughly investigating even minor deviations from the benchmark is important to deepen understanding and address potential concerns.

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil?	67%	-10%	-14%
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a member of staff?	95%	+5%	+5%

Overall module score		
85%	0%	-5%
POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
In the past three months, have you experienced any emotional or physical violence (e.g. bullying, threats) from a pupil's family member?	93%	+7%	-3%

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## Areas of Improvement



An area of improvement falls into one or more of the following categories:

- A low proportion of positive responses;
- A module is lower than the National Average Benchmark;
- A module that has gotten a lower proportion of positive responses since the last results.

As you look through these results keep an open mind and consider:

- What might you know or want to find out about the context (people, processes, events, etc.) that would lead respondents to answer negatively about these questions?
- These questions to be areas of future exploration and growth, things to focus on in your improvement journey.

## Workload

These are the overall results for the Workload module. They are below the national average. Compared to the previous survey results, we see a decrease in the overall module score.

Overall module score		
<b>22%</b>	<b>-5%</b>	<b>-16%</b>
POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How easy or difficult is it to stay on top of your work responsibilities?	<b>28%</b>	<b>-3%</b>	<b>-6%</b>
To what extent can you plan your day in a way that works for you?	<b>20%</b>	<b>-13%</b>	<b>-15%</b>

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How often do you feel excited by the work that you do?	<b>33%</b>	<b>-8%</b>	<b>-28%</b>
How often do you feel overworked?	<b>7%</b>	<b>-2%</b>	<b>-7%</b>

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## Results for Other Modules



The scores for the modules where the school is performing roughly in line with the national benchmark, or where differences are less significant compared to the modules previously highlighted.

## Communication

The overall results for the Communication topic are broadly in line with the national average. Compared to the previous survey results, we see a slight decrease in the overall module score.

Overall module score		
<b>60%</b>	<b>+3%</b>	<b>-1%</b>
POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How informed do you feel about issues regarding specific students that may affect your work?	<b>67%</b>	<b>-3%</b>	<b>-2%</b>
How often do you see that your feedback to the leadership has impact?	<b>20%</b>	<b>+10%</b>	<b>-5%</b>

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How satisfied or dissatisfied are you with the communication among staff in general?	<b>84%</b>	<b>+3%</b>	<b>+1%</b>
How would you rate the frequency of communications received from the school?	<b>69%</b>	<b>+3%</b>	<b>+1%</b>

## Health and emotional wellbeing

These are the overall results for the Health and emotional wellbeing module. They are broadly in line with the previous results as well as the national benchmark.

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
How well have you slept lately?	70%	0%	+3%
How often have you felt stressed lately?	24%	-2%	-1%

### Overall module score

	POSITIVE RESPONSES	DIFFERENCE FROM PREVIOUS	DIFFERENCE FROM BENCHMARK
	55%	0%	0%
If something worries you, how often do you have a trusted person at work to talk to?	74%	+3%	+1%
Overall, how well do you feel lately physically and mentally?	50%	0%	-2%

# Learn more about the experience of staff

## Are you ready to compare your results to nationwide trends of staff experience?

Take a look at the resources we have compiled for you:

### [Staff Retention in Academies](#)

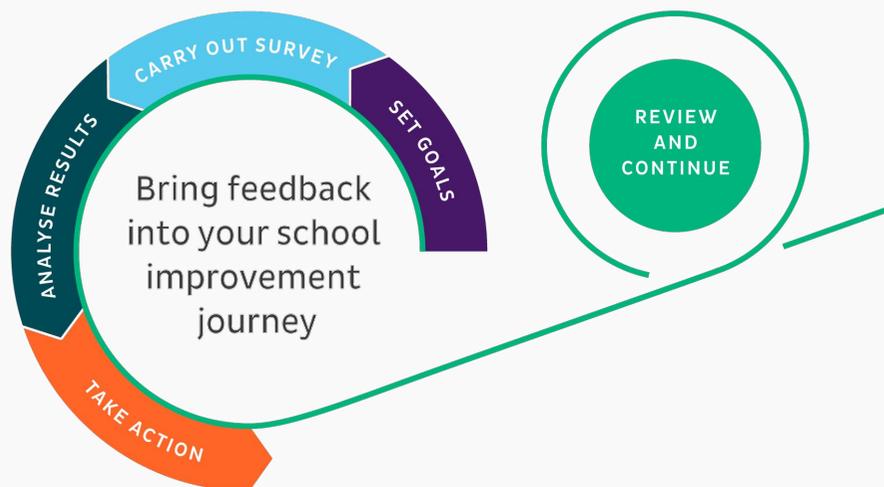
Understanding retention trends is essential for school and trust leaders to develop targeted strategies aimed at retaining valuable staff members.

### [Culture Driven Recruitment](#)

Explore how workplace culture impacts wellbeing *(16 min read)*

### [Changes in staff wellbeing in schools: A mid-term analysis](#)

Understand resignation patterns by role *(8 min read)*



### After Analysing Results you are ready to Take Action!

Check out our Stakeholder Feedback resource hub for tips and tricks on how to take meaningful next steps with your survey results or watch our webinars on the cycle.

[go.edurio.com/feedback](https://go.edurio.com/feedback)

[go.edurio.com/template](https://go.edurio.com/template)

[go.edurio.com/take-action-webinar](https://go.edurio.com/take-action-webinar)

[home.edurio.com/events/feedback-webinar](https://home.edurio.com/events/feedback-webinar)

## Discover what matters most

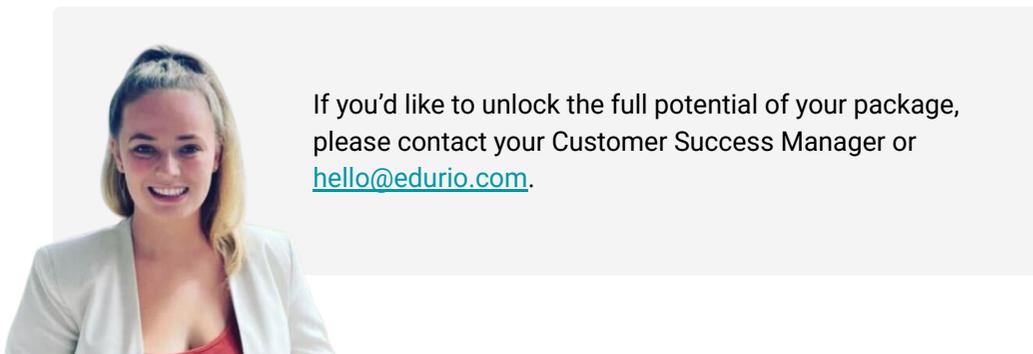
Make the most of your unlimited surveys. Whether you have the Edurio Unlimited package or the Edurio HR package, our platform is designed to help you maximise your insights and drive improvements.

### Maximise Your Package Benefits:

- **Edurio Unlimited:** Unlimited surveys to gain comprehensive, year-round insights from all stakeholders, including staff, parents, and pupils.
- **Edurio HR:** Unlimited staff surveys to enhance HR initiatives and boost staff engagement with tailored strategic insights.

### Key Features:

- **Customisable Survey Templates:** Access over [50 templates](#) to explore what truly matters and make informed decisions.
- **Benchmarking:** Compare your results with national insights to understand your performance in context.
- **Detailed Reporting:** Gain unique insights into how your school or trust compares and uncover actionable data.



“Edurio helped us capture the culture of our trust in a way no other tool was able to. Their nationally benchmarked questions are really valuable to us.”

**David Harris, CEO**  
Engage, Enrich, Excel Academies Trust (EEEEA)



“In terms of the financial value of Edurio, I think it's a no-brainer. If one surveys data gives you enough information to change something, which enables even just one staff member to stay, Edurio's service pays for itself.”

**Michael Cowland, CEO**  
The Diocese of Coventry Multi Academy Trust

## How to use this report?

62%

POSITIVE RESPONSES

**Positive responses** are those that belong to the top half of the possible responses. If there is a neutral middle response (coloured in yellow) when the number of possible responses is odd, that answer is not included in the positive responses. In Edurio questions, these will usually be the top two answer options (coloured in green). The value is expressed as 0 -100% where 0% indicates no positive responses and 100% indicates all responses positive. Higher positive percentage is always better, no matter how the question is formulated.

+4%

DIFFERENCE FROM PREVIOUS

**Difference from previous results** shows the difference in percentage points between your result and the previous survey results. The value is expressed as -100% to +100%.

-2%

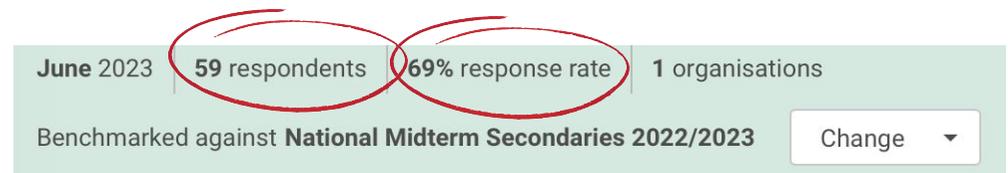
DIFFERENCE FROM BENCHMARK

**Difference from benchmark** shows the difference in percentage points between your result and the benchmark. The value is expressed as -100% to +100%.

40) How easy or difficult is it to schedule a meeting with your line manager?



In this example, the calculations are as follows:  
 $(76 + 111) / (284 - 10) = 68\%$



**Sample size** is the number of respondents for your survey. **Response rate** is the percentage of people who finished the survey out of the total number that were eligible to participate. It does not include people that dropped off without completing the survey in full. That said, their answers were saved by the platform. As a result, you might notice a higher respondent number to some of the survey questions. Higher response rates provide more reliability.